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THE LIBRARY ASSISTANTS' ASSOCIATION.

VOL. XV.

EDITED BY HENRY A. SHARP, F.L.A.
(Central Library, Town Hall, Croydon).

No. 15.

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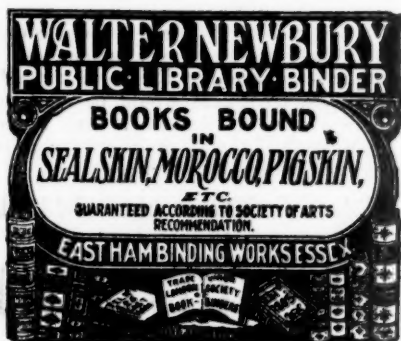
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The Library Assistant :

The Official Journal of the Library Assistants' Association.

No. 273.

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ANNOUNCEMENTS.

An Afternoon Meeting will be held on Wednesday, April 20th, at the Dr. Johnson Memorial House, 17, Gough Square, Fleet Street, E.C., at 3.30 p.m. Mrs. Rowell has kindly consented to address the Association on Dr. Johnson, and members and friends will be shown round by the Custodian.

Tea will be provided at Ye Olde Cheshire Cheese, Wine Office Court, Fleet Street, E.C., one of the Doctor's favourite haunts, at 5.30 p.m. Cost, 1s. per head.

Arrangements are in hand for a Summer Outing to Epping Forest on Wednesday, May 25th, members meeting at the Central Library, Walthamstow, at 3.30 p.m.

The School of Librarianship.—At the last meeting of the L.A.A. Council there was considerable discussion concerning the School of Librarianship and the attitude which the Association should adopt towards it. The discussion arose partly through the receipt of a letter from Sir Gregory Foster, which we have the pleasure of printing on page 139, and partly through the receipt of the following resolution and recommendations from our South Coast Branch, and from the Cardiff members of the Association.

Resolution from the South Coast Branch :

"That this South Coast Branch requests the Council of the Library Assistants' Association to approach the Library Association, with the view of having the Diploma issued by that body accepted and recognized at the School of Librarianship, University College, London, instead of the School diploma, and that to meet higher requirements the University be asked to institute a Faculty of Librarianship and grant degrees to all who pass the necessary examinations, whether as external or internal students of the University."

Observations and Recommendations from the Cardiff Members :

The Cardiff members of the Association have discussed the question of the London School of Librarianship and the status of its pupils in the profession ; after careful study of the syllabus they wish to make the following observations and recommendations :—

1. *Observation :* The school provides a fair grounding for entrants to library work, but it would be too much to assume that possession of the school certificate is a guarantee of advanced proficiency.

Recommendation : That the London School be clearly recognised as a preliminary school of library training only.

2. **Observation :** Holders of Library Association certificates have generally a long term of practical experience to strengthen their qualifications on the merely academic side. It is only the combination of experience and certificates that marks a man's suitability for a senior position.

Recommendation : It should be distinctly understood that without the necessary experience, pupils of the school should not be considered for any but subordinate positions.

3. **Observation :** The Library Association syllabus is proved by experience to be a reasonably efficient scheme of training, and certainly demands a thorough knowledge, both on the theoretical and practical side. The Library School is as yet untried, but indications point to the fact that its standard is much lower than that of the Library Association.

Recommendation : Library authorities should be requested in making senior appointments, to stipulate a minimum term of practical experience (say 10 years), and it should be emphasized that even when the experience is equal, a candidate possessing the Diploma or six certificates of the Library Association is to be preferred to a pupil of the London School.

After careful discussion the Council resolved to make the following recommendations to the School of Librarianship Committee :

This meeting of the Council of the Library Assistants' Association, having heard read a letter from Sir Gregory Foster, Provost of University College, dated 22nd February, 1921, taking exception to certain remarks contained in an address by Mr. W. G. Fry, before the N.W. Branch of the Association, concerning the work of the School of Librarianship,

Resolves to publish the letter in the April issue of *The Library Assistant*, and to make recommendations to the School of Librarianship Committee as follows :—

(1) That the Council of the Library Assistants' Association is of opinion that in the best interests of Librarianship, the University of London should only issue a full and final Diploma to students of the School of Librarianship, when, in addition to attending the classes and satisfying the examiners in the various examinations demanded by the course, they have also been employed continuously for at least three years as full time paid members of the Staff of an approved public or private library, whether before, during (in the case of evening students), or after joining the School of Librarianship. For all students who pass the school examinations a provisional diploma, proving collegiate training to be granted, subject to exchange for the first named diploma, when evidence of the practical qualifications has been produced.

(2) That the Library Assistants' Association, being the only Association representing library assistants, and thus voicing the feelings of those to whose positions and professional status the work of the School is of vital importance shall be represented on the School of Librarianship Committee by one or more representatives chosen from the Council of that body.

Annual Meeting.—Members desiring hospitality in connexion with the Annual Meeting on 8th June, are asked to send their names to the Honorary Secretary.

Library Association Examinations.—The next examinations will be held from 17-21st May, 1921. Entries must reach

the Secretary, Stapley House, Bloomsbury Square, W.C., not later than 30th April. Fee, 5s. each subject. The Preliminary Examination and the Elementary Examination (in four subjects) will also be held.

Preliminary Notice.—A Whitsun School at Brussels.—

The Library Association Council has asked Mr. Berwick Sayers and Mr. Benson Thorne to arrange a visit to Brussels at Whitsuntide in order to study the International Institute of Bibliography. The L.A.A. is asked to participate, and the visit will be on lines similar to our famous Easter Schools. More details will be available later. Meanwhile will those who would like to participate communicate with either of the above.

List of Sequels.—Attention is directed to the accompanying circular announcing the publication of "A list of English and American Sequel Stories," and members are asked to bring the same to the notice of librarians, booksellers and other interested persons.

Benevolent and International Funds.—The Council makes an appeal to the generosity of the members for contributions towards re-imbursing the above funds of the sums lost by the failure of Farrow's Bank. We cannot hope to receive more than £6 17s. 3d. as our share of the assets, which means a loss to the Association of £38 17s. 9d.

It is particularly essential that we should endeavour to re-establish the Benevolent Fund on its old footing, in order that we may be prepared to render assistance to any of our members should occasion arise. To do this we require at least £17 2s. 9d., and any sum received beyond that amount will be placed to the credit of the International Fund's deficit of £21 15s. This fund is the profit made at former Easter Schools, and as it is hoped to resume these educational tours in the near future it will be necessary to have some capital to work upon.

Contributions, which may be ear-marked for either fund, will be gratefully received by the Hon. Treasurer, Mr. J. Frederick Hogg, Battersea Public Library, 265, Lavender Hill, S.W. 11.

Women in Libraries.—Our women members will be interested to learn that the L.A.A. is represented officially in the London Society for Women's Service by Miss Gwendolen Rees, to whom can be safely left the task of bringing forward questions relating to the employment of women in libraries. At the last meeting of the Council, the following letter was read from the Honorary Secretary of that body:—

Dear Sir,

I am desired by the Joint Committee on Women Employed by Municipal Authorities, to write to the Library Assistants' Association on the subject of

the employment of women librarians by Local Authorities. My Committee greatly appreciate the line that has been taken by your Association on the question of equal pay for the same job. We ourselves uphold that principle very firmly; we desire to see a high standard of work maintained and appointments given to the best candidate, be the applicant man or woman. We have noticed with regret that these ideals are far from being practised in the librarian's profession, and we are asking therefore for the active help of your Association in our campaign.

There are three specific ways in which my Committee desire to beg for the support of your Council:—

1. That they should take action in all cases coming under their notice in which women in the Library Profession are being paid on a lower scale than men in similar positions.
2. That they should continue to protest against the arbitrary dismissal of women to make way for men, provided that the said women are carrying out their duties satisfactorily.
3. That they should protest also against the insertion of the words "male" and "female" in advertisements of Library positions.

With particular reference to this last point, it has been brought to the notice of my Committee that within the last few months the word "male" has been inserted in advertisements in the "Athenaeum," for library positions at Birmingham, Huddersfield, Norwich, Sunderland, Wandsworth, and other places. It appears to my Committee that in restricting these appointments to members of the male sex the authorities concerned are acting in opposition to the modern spirit, which led to the passing of the Sex Disqualification (Removal) Act, and that in so doing they are acting in opposition also to the best interests of the Librarian's profession. They feel confident that these views will meet with the sympathetic support of your Association.

Yours faithfully,

P. STRACHEY,

Secretary.

The Council resolved unanimously to support the first point, as also the second "Provided that the said women occupy permanent positions, are single, and are carrying out their duties satisfactorily."

The Council could not see its way to support the third request, realizing as it did that many positions were suitable for women only, and many for men only. No hard and fast rule could be imposed.

Outstanding Subscriptions.—Will those members of the General Association who have not yet paid their subscriptions for 1920-21, kindly forward them to the Honorary Treasurer, Central Library, Lavender Hill, S.W. 11, without delay, in order that they may continue to receive their copies of *The Library Assistant*. Branch members should remit to their local Honorary Treasurers.

THE LIBRARY POLICY OF THE CARNEGIE UNITED KINGDOM TRUST.

The Seventh Annual Report of the Carnegie United Kingdom Trust is a document of more than ordinary interest to library workers, because it outlines the policy of the Trust in relation to libraries for the quinquennium ending

with 1925, for which period £250,000 have been set aside for library grants. This large sum "was necessary in view of the fact that the Trustees had promised . . . to provide the capital outlay for every county in Great Britain which had not yet adopted a pioneer scheme under the auspices of the Trustees." In addition, £20,000 have been allotted for library development in Ireland in 1921-22.

During 1920 no new grants were made for borough libraries, "and it is in the highest degree unlikely that such grants will be resumed during the quinquennium," partly on account of the prohibitive cost of building and of the embargo of the Ministry of Health, and partly because the necessity for economy will prevent towns from embarking on costly improvements until "they have made good the shortage of books which was inevitable during the years of war." Borough library promises to the amount of £226,000 are still outstanding, and referring to the large number of applications which have not yet been dealt with, the Trustees say that they are "very doubtful whether, since the penny-rate limitation has been removed," they "will not regard it as the duty of municipalities to provide new buildings at their own cost." This is what gave rise to the absurd and misleading heading in *The Municipal Journal* for 11th March, "No More Free Libraries," and to the equally absurd statement: "And so it may be assumed that free libraries, like so many pre-war privileges, have gone for ever." £192,000 are to be devoted between 1920 and 1925 to meeting obligations incurred in respect of County schemes, but it is proposed, as a consequence of the recent legislation, to cease making maintenance grants since county councils are now permitted to provide the sums required from public funds, as also to cease grants for the erection of special buildings, since the work at the central repository can be carried on efficiently from a room in an existing building.

Prior to last year 19 pioneer rural schemes had been financed or assisted by the Trust; during that year 14 new grants were sanctioned, and in 20 other counties the authorities were in negotiation with a view to securing grants.

It is interesting to know the view taken by the Trust of the provision of librarians for these schemes. Where more than 100 centres are to be served, "the post must be a whole-time appointment carrying a salary of not less than £300 a year. This view is generally approved, and some of the larger and richer counties are offering a considerably larger

salary." The Report also says that this point has special interest for the Trustees in view of the help they have given in the foundation of a School of Librarianship. "The spread of the demand for adult education in country areas makes it imperative to attract capable all-round young librarians who, in addition to having a good knowledge of librarianship and general culture, appreciate and can help to direct the aspirations of this new and important class of readers."

Of very special interest to us is the speech delivered by the Provost of University College, at a meeting of the Trustees held in London last July. We should have liked to have reprinted this speech in full, not that we agree with all the views expressed, but because it opens up matters of vital importance to all assistants.

Among other things, we learn that "the Director has already on several occasions been consulted with regard to the filling of librarianship posts. . . . His School has been asked to advise as to the formation of libraries in other countries as well as in this country." The Provost also assures the Trustees that "the students . . . are really getting practical work and exercises of a kind to fit them to discharge their duties of librarians adequately and fully."

The conclusion of his speech is of such importance that we cannot forbear reprinting it here in full:

"In forming this School and in bringing it into association with the University, we hope that we shall be able to raise the status of the profession of librarianship throughout the country. We shall be able to turn out educated men and women to hold librarianship posts. We realise that libraries are very valuable, but, if libraries are to be fully effective, they need well-trained and cultivated librarians as much as the schools need well-trained schoolmasters. Now the profession of librarianship in this country hitherto has been left, like many other things, to chance; the fact that this School has been established means that we are no longer willing to leave it to chance. In fact we have been very neglectful in leaving it so long, but with the new library legislation, and the new place that libraries are able to take in education, this clearly could not be left longer.

"There is one final point that I must mention in regard to the status of the profession of librarianship. Not only has the profession been left to chance in the way of its training, but it has been left to something much worse in the way

of its remuneration. If we are to have librarians throughout the length and breadth of this country who are to give life and meaning to their libraries, we must pay them properly, and one of the anxieties that the University feels in organising this School of Librarianship is lest the outlook for these men and women who come and give up two years of their lives to a careful training, will not be as good as it should be. Now if that defect is not remedied, we cannot expect students to recruit our School. I want you to understand that the qualifications of admission to that School are high; they indicate a sound general education of at least the level of our ordinary matriculation standard, and the level that is required from the students during their two years' work is that required from our ordinary undergraduates. These men and women will not undertake librarianship unless there is a fair living wage, and a position in which they can receive respect and support from the districts in which they live, so that when the University—and I hope other Universities when they have seen our experiment will perhaps follow our example—when the Universities establish these Schools of Librarianship, it must follow, as a matter of course, that the profession is put upon a sound and stable basis."

Considerations of space prevent us from dealing with the Report at greater length, but we have endeavoured to refer, without comment, to those matters which are of vital interest and concern to our readers.

THE INFLUENCE OF THE PUBLIC LIBRARIES ACT, 1919.

BY FRANK E. SANDRY, F.L.A., *West Ham.*

(Continued from page 124).

It seems to me that it is remarkable, not that a library had only one well-developed department of which they might be proud, but that they had one at all. The Honorary Secretary of the Library Association who comes to read a paper seventy years hence, will, I believe, be able to record a very different state of affairs. He will be able to show that the powers given by the Act of 1919 have been used wisely by library authorities and their officials, to develop their work, and he will be able to record harmonious

and co-ordinated development to secure adequate library provisions in all directions for their constituencies.

The picture will then include well-equipped children's libraries working in close connection with the schools, under trained children's librarians, adequate commercial and technical libraries where they are needed, spacious and well-lighted news and magazine rooms, supplied with the best productions of this country and abroad, well-equipped reference and lending libraries having the catalogues and bibliographies they require, regularly organised lectures to explain the working and use of the libraries and their contents, and all this for the country generally and not for a single town. I will not go on to add to the picture, a 40 h.p. limousine drawing up in front of an imposing marble staircase, to deposit a gentleman in a fur coat, smoking a fat cigar, who might be the librarian!

How far we yet are from the provisions named may be measured from the fact that the normal library requirements of different localities have not yet been formulated, as was pointed out by Mr. Sayers at Norwich.

One finds, I admit, that it is a little difficult to imagine all this and to think that there will be no modification in the present system of isolated control. What modification will come and what are desirable, it is not proposed to discuss now. What I wish to point out is that it is desirable and possible to take advantage of the wider field that has been opened up, and that library authorities and librarians by their own effort and by co-operation between themselves can do this without control or direction from other sources.

There are certain bodies that now become library authorities for the first time, namely, county councils and education committees. They are consequently without the library tradition, and probably have not considered what a library is and should be, in any detail. One foresees in regard to the education committees, the possibility of danger. The danger that such authorities may fail to realise the full scope of their new duties and narrow them down to provision for education in the school sense of the word. Should this be the case, they would become a retrograde influence from the wider standpoint, inasmuch as they would produce further examples of one-sidedness such as we complain of to-day, instead of helping towards the harmonious development we have desiderated.

To summarise: The Public Libraries Act of 1919 has had an immediate influence in assuring our continuity, and for the future it offers an opportunity. Subject to economic forces and to public opinion as it acts on and is acted upon by our collective activity, we shall be able to proceed upon the lines of harmonious development to an adequate national library provision.

Meanwhile there is a lot of spade-work to be done. If I might presume to direct the lines of your remarks, I would suggest the following points for your consideration:

1. The nature of the publicity methods that should be adopted. For example, the distribution of circulars to each householder, explaining briefly the scope of the library, giving particulars of the time at which an official guide would be ready to explain things to new borrowers, or the time of lectures to explain the working and use of the library. The work could be done ward by ward. Necessary vouchers would of course be enclosed. Mr. Jast suggests "A great step in the direction of public propaganda by the Library Association."

2. How the life and beauty of literature can be made an experience to the average man. That is, if you agree with me, that a really literate public would be our fairest judge and most sure support. Again, as an example, Would the distribution of suitable extracts help to introduce readers to literature? Leaflets such as those provided during the war through the camps libraries are a type of what I have in mind.

3. The nature of the co-operation to be sought:

- a. between a library and other agencies of the town.
- b. between libraries themselves.

An endeavour has been made to keep out that King Charles' Head, the government control question, but without complete success. However, as the allusion was only incidental, perhaps you will try to avoid it too.

You will see that it is assumed that we are mainly working on right lines, upon which we now need to develop. What is looked for is the gradual elimination of the comparatively crude and poor, and the substitution of something adequate and creditable.

PROCEEDINGS.

YORKSHIRE BRANCH.

ANNUAL MEETING.

The Annual Meeting of the Branch was held in Leeds on Wednesday, January 26th, by kind permission of Mr. T. W. Hand, City Librarian, and of the Leeds Public Libraries and Arts Committee.

Members assembled at the Central Library at 3 o'clock for the Annual General Meeting. The Minutes of the last Annual Meeting

were read and confirmed; and the Annual Report of the work of the Branch for 1920 was submitted. After considerable discussion the same was unanimously adopted. The Hon. Treasurer submitted his financial statement, which was also approved.

The Hon. Secretary gave a brief résumé of the Branch protest against the increased subscription; and in this connection the following Resolution was passed unanimously:—

“That this Meeting of the Yorkshire Branch, L.A.A., decides to postpone further action in the opposition to the increased subscription until the Annual Meeting of the Association, and to rescind such portion of the Resolution of September 30th as relates to the refusal to pay the subscription.”

The report of the election of Officers and Committee for 1921 was then announced:—

President.—Mr. J. A. Butterfield (Bradford).

Vice-Presidents.—Mr. H. Goulden (Huddersfield); Mr. G. W. Strother (Leeds); Mr. N. Treliving (Leeds).

Hon. Treasurer.—Mr. W. Procter (Leeds).

Hon. Secretary.—Mr. R. W. Parsons (Bradford).

Committee.—Miss Hummerston (Leeds); Miss Rhodes (Leeds); Miss Johnson (Bradford); Mr. J. Bateson (Leeds); Mr. A. Finney (York); Mr. E. Judson (Bradford); Mr. F. Haigh (Halifax); Mr. E. Osborne (Sheffield); Mr. Haxby (Leeds); Mr. W. Robertshaw (Bradford); Mr. R. Ineson (Leeds); Mr. F. F. Sleight (Hull).

The retiring President (Mr. G. W. Strother) extended the heartiest congratulations of the members to the new President (Mr. J. A. Butterfield), and assured the new members of Committee a warm welcome.

At 5 o'clock members present adjourned for tea to the Y.M.C.A. Rooms on the kind invitation of Mr. Councillor Bentley, Chairman of the Leeds Libraries Committee. Mrs. Bentley graced the proceedings with her presence, as also did Mr. T. W. Hand, the City Librarian.

At 6.30 p.m. a Special Meeting of the Branch was held in the Council Chamber, Town Hall, Leeds, for the presentation of Library Association Certificates to Branch Members who were successful in the examinations last May. Mr. Councillor L. J. Parker (Chairman of the Bradford Education Committee), who presided, said he did not think the library movement had spent its force. On the contrary he believed the movement was just beginning. There were unknown continents which had not yet been touched by the movement. They were trying the experiment in Bradford of setting up small libraries among the slums, and he hoped this step would have great results. He looked upon the librarians of the country as “the keepers of the King’s treasure,” and he would like all of them to take an exalted view of their work. He would suggest that they set their standard very much higher. Why should we not have in our libraries men and women who could boast the degree of Master of Arts? He would like to see the idea of the teacher more prominently associated with the work of library assistants than had been the case hitherto.

Certificates were then presented by Professor J. H. Priestley, D.S.O., B.Sc., F.L.S. (Head of the Department of Botany, Leeds University). The following were the recipients:—

Mr. W. Robertshaw (Bradford), Bibliography with merit; Mr. R. Haxby (Leeds), Bibliography; Mr. A. Denton (Bradford), Cataloguing; Mr. A. Riley (Bradford), Cataloguing.

Professor Priestley then delivered an eloquent and intensely interesting address, in the course of which he said that the method of teaching and the use of books had changed very much from the days when literature was scarce. A new attitude towards the libraries was wanted in reference to teaching. A municipal library was one of the greatest assets of any town or city. He hoped to see the teachers of the continuation schools working hand-in-hand with the libraries. The library as an instrument of education was establishing itself more firmly and permanently every day. "We want to find," said Professor Priestley, "that it is a machine which, so to speak, meets us half way, and that we can easily place our hands on the accustomed levers." The libraries should be made one of the biggest industries in civilisation; it would be impossible to over-emphasise the importance of the proper use of books, and librarians could do a lot towards forming the public taste.

GLAMORGAN EDUCATION COMMITTEE.

Wanted, a LIBRARIAN for the Committee's Rural Library Scheme. Salary, £350, rising by annual increments of £20 to a maximum of £450 per annum.

Preference will be given to candidates with experience of Library work and with knowledge of Welsh.

The person appointed will act subject to and under the directions of the Chief Education Official. He will be required to devote his whole time to the duties and reside in a centre fixed by the Committee.

Applications, on forms which will be supplied on receipt of a stamped foolscap envelope, must reach the Chief Education Official, County Hall, Cardiff, by the 20th April, 1921.

CORRESPONDENCE.

To the Editor of "The Library Assistant."

February 22nd, 1921.

SIR,—The attention of the University of London School of Librarianship Committee has been called to Mr. Fry's Address published in your issue of the current month. I am desired, on behalf of that Committee, to call attention to two points raised by Mr. Fry in his Address.

The University of London agreed to establish a School of Librarianship at the request of the Library Association, the representative professional body for Librarians in this country. It was made clear to the deputation from the Library Association that an essential part of the establishment of the University School of Librarianship would be the award by the University of a Diploma in Librarianship. No University would consent to the establishment of a school and relegate the testing of the work of that School to an outside body.

The institution of a Diploma in Librarianship by the University is, therefore, no afterthought but an integral part of the original scheme, which was approved by the representatives of the Library Association. If other Universities establish Schools of Librarianship, those Universities will inevitably establish their own diplomas.

The School of Librarianship was initiated, as I have said, at the request of the Library Association; its success depends upon the wholehearted co-operation of that Association and of the Library Assistants' Association. Unless that co-operation is forthcoming, it is hardly likely that other University Schools, the institution of which Mr. Fry desires, will be established. Other Universities will, naturally, wait to see the result of the experiment that is being tried in London.

Mr. Fry complains that the University Diploma represents "the ton of theory without the ounce of practice." I do not think that he can be fully informed as to the curriculum of the School of Librarianship. That curriculum is, of course, in an experimental stage, as the School is only in its second session. There is already a considerable amount of practical work in the curriculum, and that amount is being steadily increased as opportunity offers and as the School develops.

The University of London School of Librarianship Committee is anxious to remove these misapprehensions, to which Mr. Fry has given voice.

I am, Sir,

Yours faithfully,

(Signed) GREGORY FOSTER,

Provost.

NEW MEMBERS.

Members: EMILY M. ALEXANDER (Norwich); N. W. BIFFEN (Norwich); MARGARET CRUICKSHANK (Fulham); EDITH DAY (Fulham); GRACE LEVESON (S.W. Polytechnic); GLADYS ROPER (Fulham); R. D. H. SMITH (Kensington).

Associates: MARJORIE BAXTER (Fulham); WINNIE ERRINGTON (Fulham); KATHLEEN M. GAYFORD, LOUIE SMITH, and ELSIE A. WAGSTAFF (all of Norwich).

North-Western Branch, Liverpool and District Division: Miss L. ANDERSON, Mr. A. E. GIBB, Mr. R. PADEN, Miss A. WARD, Miss G. I. WINSTANLEY, Miss J. WHITE (all of Liverpool).

APPOINTMENTS.

*F. BARLOW, F.L.A., deputy librarian, Watford, to be assistant librarian, Coventry. Salary £280, inclusive.

*HARRY CROSS, F.L.A., assistant, Coventry, to be librarian-in-charge, Central Lending Library, Croydon. Salary £260, inclusive.

H. A. TWORT, F.L.A., librarian, Central Library for Students, to be deputy librarian, Fulham. Salary £359, including bonus.

Selected: Messrs. *Barlow (Watford), *Clarke (West Hartlepool), *Cummins (Chemical Society), *Goulden (Huddersfield), and *Hinds (Cardiff).

* Member, L.A.A.

OBITUARY.

As we go to press the sad news reaches us of the death of Mr. H. G. Sureties, on 26th March. A notice will appear in our next issue. Meanwhile we extend our deepest sympathy to his wife and family.

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